



**Department of Communication Sciences and Special Education**  
**Communication Sciences and Disorders**  
**STRATEGIC PLAN**

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**I. Mission - The University of Georgia (abbreviated)**

With its statewide mission and core characteristics, the University of Georgia endeavors to prepare the university community and the state for full participation in the global society of the twenty-first century. Through its programs and practices, it seeks to foster the understanding of and respect for cultural differences necessary for an enlightened and educated citizenry. It further provides for cultural, ethnic, gender and racial diversity in the faculty, staff and student body. The university is committed to preparing the university community to appreciate the critical importance of a quality environment to an interdependent global society. <http://www.uga.edu/profile/mission.html>

**II. Mission - College of Education**

The mission of the College of Education at The University of Georgia is to enhance education, workforce development, health, and policy for the well-being of society through (a) the creation, communication and application of new knowledge; (b) preparation of scholars, researchers, educators and other professionals to meet the needs of our increasingly diverse, global, technological society; and (c) outreach initiatives engaged with matters related to the local community, state, nation, and world. <http://www.coe.uga.edu/dean/about-georgiacoe/mission-and-vision/>

**III. Mission - The Communication Sciences and Disorders Program**

The mission of the Communication Sciences and Disorders Program is to:

- Develop, promote, advance, and apply knowledge in hearing, speech, language, and swallowing through innovative research, scholarship, and clinical service.
- Prepare students to be leaders in prevention, evaluation, and treatment of human communication disorders through excellence in education, research, and clinical experiences with persons of all ages, backgrounds, and cultures.
- Serve the university, surrounding community, and state by providing quality, state-of-the art services to prevent, evaluate, and treat communication and swallowing disorders for persons of all ages, backgrounds and cultures.
- Achieve excellence through the continuous review and refinement of our program and services while meeting or exceeding the expectations of our students, clients, and other customers and integrating current research and technology into all program aspects.

**IV. Vision - Communication Sciences and Disorders Program**

The University of Georgia's Program in Communication Sciences and Disorders (CMSD) aspires to achieve state, national, and international eminence for excellence in education, research, and service in the nature, prevention, evaluation, and treatment of human communication disorders.

## V. CMSD Program Description

The Communication Sciences and Disorders Program at the University of Georgia offers an undergraduate degree in education, which provides the foundation for entry into a variety of fields for graduate study in speech-language pathology, audiology, or education of the deaf or hard of hearing, as well as other related areas. Master's degrees offered in speech-language pathology combine academic curricula and clinical training to prepare students for the profession of speech-language pathology. The Master's degree program is accredited by the Council on Academic Accreditation of the American-Speech-Language-Hearing Association (ASHA). The Educational Specialist Degree allows speech-language pathologists, primarily in public schools, to upgrade their professional skills and pursue administrative competencies. Doctoral degrees prepare academic researchers in all areas of communication sciences and disorders.

## VI. CMSD Program Goals and Strategic Plan

PROGRAM GOALS	OBJECTIVES	ACTIONS/ STRATEGIES	EVALUATION	RESPONSIBLE PARTY	TIME FRAME	STATUS 12-2017
<b>1.0. Master's Degree Program</b>						
1.1. Master's degree graduates will be prepared for entry-level practice in diverse settings with individuals across the life span.	1.1.1. Students will meet knowledge and skill competencies as stated in the current ASHA certification standards.	1.1.1.1. Each student will achieve no more than 2 grades lower than B- in all academic and clinical coursework, or a grade of S when appropriate.	Review course transcripts, grades, and clinical evaluations.	Program Director, Clinic Director	6 Semesters	CMSD policy change – no more than 2 grades lower than B-permitted during program for each student
		1.1.1.2. Each student will achieve the knowledge and skills as listed on the CALIPSO KASA.	Review academic and clinical knowledge and skills as rated in CALIPSO.	Clinic Director	End of semester	Met Ongoing
1.2. Master's degree graduates will be eligible for national and state credentialing.	1.2.1. Each cohort will achieve 95% or above pass rate on the Praxis II.  1.2.2. Students will meet requirements for Georgia speech-language pathology licensure.  1.2.3. Students will meet requirements for Georgia teacher certification.	1.2.1.1. Praxis II grades automatically received by department to be aggregated for review	Review student Praxis II data	Program Director, Clinic Director	Annual	Met – 100% pass rate Ongoing
		1.2.2.1. Each student will complete curriculum requirements to meet state licensure	Review course transcripts and completion of graduation requirements	Program Director, Clinic Director	Annual	Met Ongoing
		1.2.3.1. Each student will complete requirements for Georgia Professional Standards Commission (PSC) certification.	Review course transcripts and completion of graduation requirements	Faculty Clinic Director	Annual	Met Ongoing
1.3. Graduate students will contribute to the scientific and clinical knowledge base of the disciplines and the profession.	1.3.1. CMSD will continue efforts to involve students in research activities.	1.3.1.1. Continue involvement of graduate students in faculty research activities.	Discuss annually at faculty retreat	Program Director Faculty	Annual	Met

PROGRAM GOALS	OBJECTIVES	ACTIONS/ STRATEGIES	EVALUATION	RESPONSIBLE PARTY	TIME FRAME	STATUS 12-2017
	1.3.2. The CMSD will increase opportunities for students to integrate research into clinical practice.	1.3.2.1. Continue emphasis on incorporation of evidence-based practice into treatment planning and implementation	Review clinic practicum, teaching strategies, and treatment planning	Program Director Clinic Director Faculty	Annual	Met Ongoing
<b>2.0. Undergraduate Degree Program</b>						
2.1. CMSD will enhance the undergraduate program in Communication Disorders.	2.1.1. CMSD will offer innovative opportunities in areas such as critical thinking, research, experiential learning, and specialty areas	2.1.1.1. Elective and required courses which enhance content areas	Review curriculum annually in faculty retreat	Program Director Faculty	Annual	Met Ongoing
		2.1.1.2. Involvement of undergraduate students in faculty research activities	Review annually in faculty retreat	Program Director Faculty	Annual	Met Ongoing
		2.1.1.3. Involvement of undergraduate students in supplemental experiences with faculty based on student interest	Review annually in faculty retreat	Program Director Faculty	Annual	Met Ongoing
<b>3.0. Post-Master's Program</b>						
3.1. CMSD will expand the post-master's degree program.	3.1.1. CMSD will identify and mentor students with research interests	3.1.1.1. Meet with MA, Ph.D., and Ed.S. students during recruitment, orientation, and advising activities	Ongoing review in faculty meetings	Faculty Advisors Faculty	Ongoing	Ongoing

PROGRAM GOALS	OBJECTIVES	ACTIONS/ STRATEGIES	EVALUATION	RESPONSIBLE PARTY	TIME FRAME	STATUS 12-2017
		3.1.1.2. Pursue training grant opportunities  3.1.1.3. Recruit and market to other colleges and related programs on campus		Department Head Program Director Faculty  College Advisor Faculty	Obtained PIP grant  Ongoing	Department obtained US Department of Education Office of Special Education Programs. The PIPs Project: Serving Infants, Toddlers, and Preschoolers with High-Intensity Needs Through Evidence-Based Preparation of Interdisciplinary Providers.
<b>4.0. Quality Improvement</b>						
4.1. The faculty will assess program quality and implement changes for improvement.	4.1.1. The CMSD will obtain a mean rating of at least 4.0 on a 5-point scale for all surveys.	4.1.1.1. Review exit survey results and trends for program strengths and opportunities for improvement	Review survey data and feedback from graduates at faculty retreat	Program Director	Annual	Met for current data review Ongoing
		4.1.1.2. Review alumni and employer survey results and trends for program strengths and opportunities for improvement	Review survey data and feedback from alumni and employers at faculty retreat	Program Director	Annual	In progress/ redevelopment
	4.1.2. The CMSD will promote gender and cultural/linguistic diversity of student population	4.1.2.1. Market program to diverse groups, including social media, meetings with representatives and students, etc.	Review at faculty retreat	Program Director, Graduate Coordinator	Ongoing	Ongoing

PROGRAM GOALS	OBJECTIVES	ACTIONS/ STRATEGIES	EVALUATION	RESPONSIBLE PARTY	TIME FRAME	STATUS 12-2017
	4.1.3. The CMSD will expand opportunities for interprofessional education and interprofessional practice	4.1.3.1 Collaborate with special education, biobehavioral, school psychology, and literacy faculty and students	Review status at annual retreat	Program Director Department Head Faculty	Annual	Ongoing
	4.1.4. The CMSD will evaluate the curriculum to meet the evolving needs of the profession including electronic medical records.	4.1.4.1. Review curriculum for needed revisions	Review at annual faculty retreat	Program Director, Faculty	Annual	Ongoing
	4.1.5. Students will expand clinical knowledge and skills through increased off-campus clinical opportunities	4.1.5.1. Continue to develop collaboration and outreach opportunities for new clinical practicum sites in medical facilities, schools, civic and other organizations	Review off-campus site agreements/year; Investigate new outreach opportunities	Clinic Director Faculty	Annual	Ongoing
	4.1.6. Students will increase prevention knowledge and skills by participation in a school and medical based internship	4.1.6.1. Implement clinical practicum requirements for prevention activities in diverse sites	Review prevention projects as submitted	Clinic Director Faculty	Annual	Ongoing
	4.1.7. The CMSD will evaluate access to clerical and technical staff, support services, and library & technology resources including electronic medical records.	4.1.7.1. Determine appropriateness and sufficiency of support and resources to achieve the program's mission and goals	Evaluate access to and adequacy of CMSD support staff and library and technical resources during faculty retreat	Department Head, Program Director Faculty	Annual	Ongoing